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Star Program Report for the Period July 1, 1990 - March 1, 1991

Maine Department of Labor

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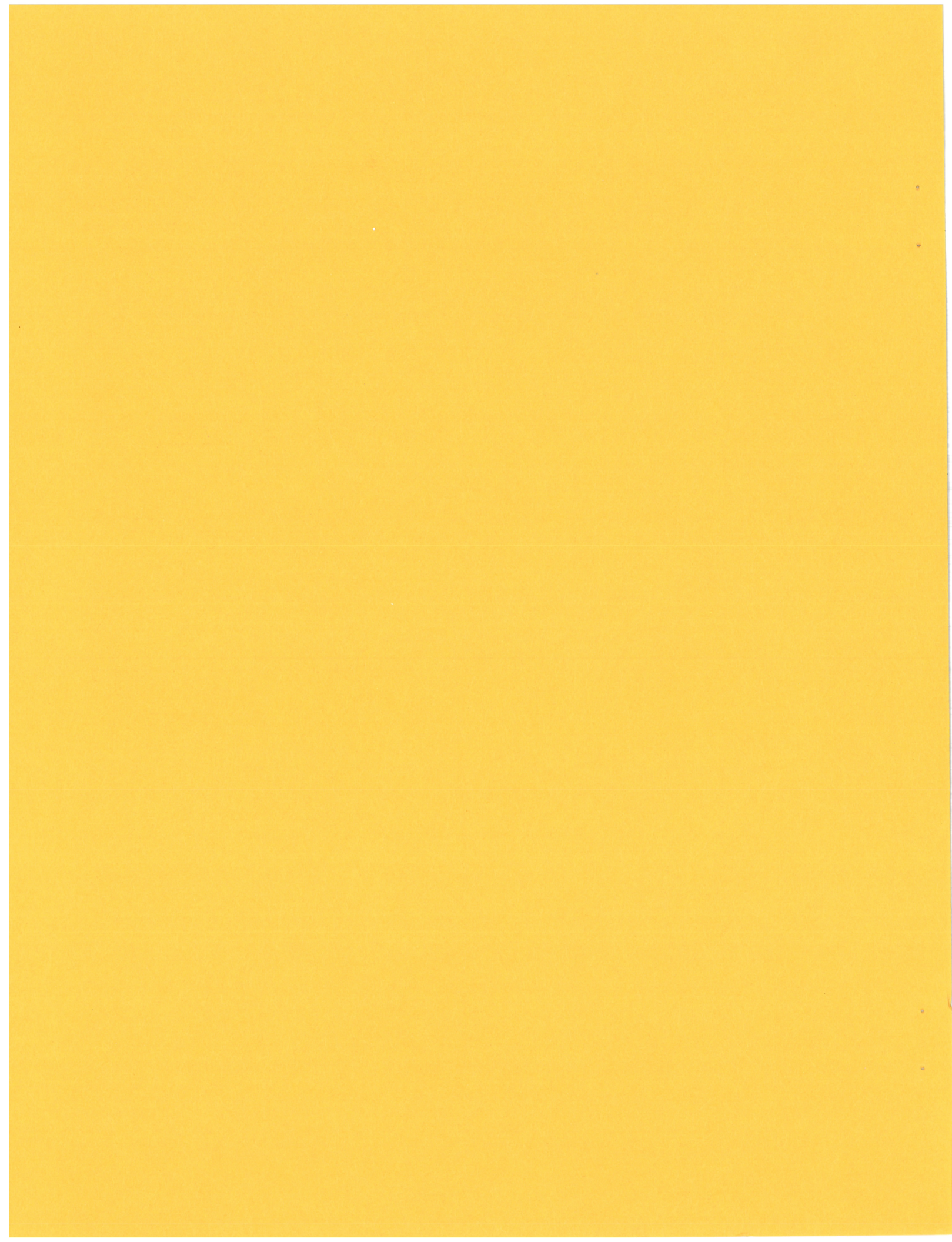
STAR PROGRAM

Report for the Period July 1, 1990 - March 31, 1991

STRATEGIC TRAINING FOR ACCELERATED REEMPLOYMENT

Submitted by Charles A. Morrison, Commissioner
Maine Department of Labor
May 1, 1991

MAY 30 1991



I. OVERVIEW OF STAR

The Strategic Training for Accelerated Reemployment (STAR) Program, which is administered by the Maine Department of Labor, was created in 1988 to provide unemployed Maine citizens with training opportunities that lead to jobs in stable and expanding industries.

The STAR Program has three primary goals. The first is to provide education and training opportunities before laid off workers exhaust their unemployment compensation benefits, to enable them to obtain new, quality jobs. Second, STAR provides employers with skilled workers at a time in which high levels of education and skill are in growing demand. Third, STAR utilizes existing educational and training agencies to conduct services.

Individuals are eligible for the STAR Program if they are unemployed and register before their eighth week of unemployment compensation benefits or are employed but have received notice of pending layoff. STAR participants are eligible to receive up to \$3,000 for education and training, support services, such as child care, transportation and training materials, and under certain circumstances a living allowance. These support services and the continuation of unemployment compensation benefits are provided to ensure that individuals have the support necessary to take advantage of training and reemployment opportunities.

Each STAR participant is provided with an employment plan based upon an assessment of their previous experiences, occupational preference, and the opportunities available in their local area. Participants are eligible for a variety of training options, such as general occupational training, on-the-job training, customized occupational training, employment competency training, and educational skills training.

Training is approved by local Employment and Training Panels, to ensure that the acquired skill is in demand. These local panels, which are established by Maine's three Private Industry Councils, consist of representatives of business, labor, economic development, community-based organizations, and the general public. Besides identifying and approving occupations for training, these panels also review curricula, set performance standards, and certify training agents.

The STAR Program is reviewed and evaluated annually and reported to the Joint Standing Committee on Labor.

II. Program Results for Period July 1, 1990 - March 31, 1991

A. Program Enrollments and Outcomes:

Total Enrolled:	1201
Total Still In Training:	789
Total Terminated:	412
Total Entered Employment	338 (82%)
Average Wage at Placement	\$6.74

Enrollment by County:

<u>COUNTY</u>	<u>TOTAL ENROLLEES</u>
Androscoggin.....	164
Aroostook.....	127
Cumberland.....	78
Franklin.....	44
Hancock.....	54
Kennebec.....	77
Knox.....	36
Lincoln.....	15
Oxford.....	74
Penobscot.....	127
Piscataquis.....	18
Sagadahoc.....	33
Somerset.....	73
Washington.....	74
Waldo.....	115
York.....	98
	<hr/>
TOTAL	1201

B. Characteristics of Enrollees:

A breakout of the characteristics of those enrolled is as follows:

<u>Category</u>	<u>No. of Participants</u>	<u>% of Total</u>
Male	525	44%
Female	676	56%
Age 14-21	68	6%
Age 22-44	841	70%
Age 45-54	211	18%
55 and over	81	7%
Economically Disadvantaged	578	48%
Veteran	186	15%
Handicapped	121	10%
Offender	61	5%

C. Educational Level:

The educational level of participants is as follows:

	<u>No. of Participants</u>	<u>% of Total</u>
School Dropout	152	13%
Student	8	1%
High School Grad or Equivalent	645	54%
Post High School Attendee	396	32%

D. Training Activities:

<u>Description of Training Activity</u>	<u>Number of Individuals Who Received Training</u>
o Educational Training:	291

Training in academic and learning skills to correct educational deficiencies and provide needed credentials to meet employer standards.

o Employability Competency Training 923

Structured activities to provide remedial training in job-seeking skills such as job interviewing and resume writing.

o General Occupational Training 801

Training in skills for an occupation that is in general demand by employers. Training may be provided by an employer, a Vocational Training Institute, or the JTPA provider.

o Customized Occupational Training 3

Training in skills specific to an employer or a group of employers. This requires a commitment on the part of the employer to hire the individual upon completion of training.

o On-the-Job Training 40

A contract is written with an employer to hire and provide individualized training to a participant. The employer is reimbursed up to 50% of the training cost and is expected to retain the employee after completion of the contract.

Attachment 1 is a list of occupations for which training is provided.

E. Nontraditional Occupations:

Of the 338 individuals who entered employment upon leaving STAR, placement in nontraditional occupations is as follows:

	<u>Female</u>	<u>Male</u>
Total Entered Employment	195	143
Entered Nontraditional Occupation	28	37
Percent of Total	8%	11%

F. Apprenticeship Occupations

During the report period, 37 individuals were placed in apprenticeable occupations. An additional 124 were active in training for occupations which are certified as apprenticeable. Upon placement, referrals are made to the Maine Apprenticeship Council.

G. Employers:

The majority of employers who hired STAR participants are categorized as small with 50 or fewer employees. Attachment 2 is a list of the employers and the county in which the employer is located.

III. SERVICE DELIVERY AREA PROGRAMS

Maine currently has three (3) Service Delivery Areas (SDAs). Local Elected Officials in each SDA appoint a group of public/private sector individuals to serve on the Private Industry Council (PIC). The PICs provide policy guidance and oversight to all SDA programs. The three Service Delivery Areas are as follows:

Cumberland County Training Resource Center
P. O. Box 8048
Portland, Maine 04104-8048
(207) 775-5891
EXECUTIVE DIRECTOR: Ms. Jane Schurz

Training and Development Corporation
117 Broadway, P. O. Box 1136
Bangor, Maine 04401
(207) 945-9431
SENIOR VICE PRESIDENT: John Dorrer

12-County SDA
Jobs Training Administrative Office
Hospital Street
State House Station #55
Augusta, Maine 04333
(207) 289-3378
SDA DIRECTOR: George R. Ezzy

Described below are the common STAR program activities and services offered by the SDAs:

1. GENERALIZED OCCUPATIONAL TRAINING (GT)

This program activity is offered to individuals that may desire or require specific occupational skills training. It is usually provided in one of two ways:

- A. Class-size training; or
- B. Less-than-class-size training.

Class-size training is skills training for a full class (anywhere from 10 up) that is developed and coordinated by the SDAs. It can be offered at a local educational facility or on-site at a local job training office. Less-than-class training is training that is purchased on behalf of a participant in order to enhance his/her

career goal. Slots are usually purchased at Maine's Technical College System, but other options are used to meet local needs, such as Regional Vocational Centers, Adult Education programs, and/or other proprietary schools/institutions.

2. EMPLOYABILITY COMPETENCY TRAINING (ECT)

This program activity is offered to individuals who may need or require assistance with career and life skills training. This activity is used to identify barriers to employment and outline future employability development needs. ECT can be offered as a group activity or one-on-one. If in a group setting, a participant will be introduced to a variety of classes that build basic skills in areas such as:

- Communications
- Decision-making
- Time Management
- Values Clarification
- Goal Setting
- Motivational Techniques
- Assertiveness Training
- Career Choices

ECT is also offered in a one-on-one situation, with an employment counselor who provides guidance and support to the participant throughout the STAR program.

3. EDUCATIONAL TRAINING

This program activity is offered to individuals who may need to upgrade their educational skills. GED instruction is provided either on-site at the local Job Training Office, or at a local school district. Basic, remedial education services are provided to those individuals who may need assistance in upgrading reading or computational skills. As with GED services, remedial services can also be offered on-site or at a local school district.

4. ON-THE-JOB TRAINING (OJT)

This program activity is available to those individuals who have demonstrated a good work history, good work attitudes and habits, and who have a pretty good idea of what they want to pursue for a career. OJT contracts are developed with individual employers and are customized to provide participants with a valuable opportunity to develop, refine, and upgrade skills in a new occupation. Employers are usually reimbursed up to 50% of the wages paid to the participant during the training period. Depending on the occupation, the training period could be up to six (6) months in duration.

Occupational Training Under STAR

PROFESSIONAL, TECHNICAL, AND MANAGERIAL

Architecture, Engineering, and Surveying

Life Sciences

Social Sciences

Medicine and Health

Education

Museum, Library, and Archival Sciences

Law and Jurisprudence

Writing

Art

Administrative Specializations

Managers and Officials

Miscellaneous Professional, Technical, and Managerial

HEALTH RELATED OCCUPATIONS

RN

LPN

Medication Aide

CNA

Home Health Care Attendant

Companion

Personal Attendant

Unlicensed Practical Nurse

Medical and Clinical Technician

- A. X-Ray Technician
- B. Respiratory Therapist
- C. Emergency Med. Technician
- D. Medical Technologist
- E. Med.-Lab. Technician
- F. Dialysis Technician

Miscellaneous

- A. Pharmacist Assistant
- B. Pharmacy Helper
- C. Manual-Arts Therapist
- D. Dental Hygienist
- E. Dental Assistant
- F. Chiropractor Assistant
- G. Psychiatric Aide

Clerical

- A. Medical Secretary
- B. Medical-Record Clerk
- C. Ward Clerk
- D. Medical Transcriber

Dietetic

- A. Diet Clerk
- B. Food Srvc. Wrkr., Hosp
- C. Dietetic Technician
- D. Director of Nutrition

Housekeeping

- A. Cleaner, Hospital

CLERICAL AND SALES

Stenography, Typing, Filing, and Related Occupations

Computing and Account Recording

Production and Stock Clerks and Related Occupations

Information and Message Distribution

Miscellaneous Clerical

Sales Occupations, Services

Sales Occupations, Commodities

Miscellaneous Sales

SERVICE

Domestic Service

Food and Beverage Preparation and Service

Lodging and Related Service

Barbering, Cosmetology, and Related Service

Miscellaneous Personal Service

Protective Service

Building and Related Service

AGRICULTURAL, FISHERY, FORESTRY, AND RELATED OCCUPATIONS

Animal Farming

PROCESSING

Processing of Metals

Processing of Food, Tobacco, and Related Products

Processing of Leather, Textiles, and Related Products

MACHINE TRADES

Metal Machining

Metal Working Occupations

Mechanics and Machinery Repairers

Wood Machining

Textile

Machine Trades

BENCHWORK

Fabrication, Assembly, and Repair of Metal Products

Fabrication and Repair of Scientific and Related
Products

Assembly and Repair of Electrical Equipment

Fabrication/Repair of Products Made From Assorted
Material

Fabrication/Repair of Textile, Leather, and Related
Products

STRUCTURAL WORK

Metal Fabricating

Welders, Cutters, and Related Occupations

Electrical, Assembling, Installing, and Repairing

Excavating, Grading, Paving, and Related Occupations

Construction Occupations

Structural Work

MISCELLANEOUS

Motor Freight

Transportation

Packaging and Materials Handling

Production and Distribution of Utilities

Graphic Art Work

LIST OF EMPLOYERS WITH WHOM
STAR ENROLLEES WERE PLACED
JULY 1, 1990 THRU MARCH 31, 1991

EMPLOYER NAME	COUNTY
24 OLD LISBON ROAD	AN
42ND MAINTENANCE SQUAD.	AR
AGENCY ON AGING	CU
AL ZIMBA CO	SM
AMERICAN FROZEN FOOD	CU
AMERICAN STABALIS	AN
AMES CORPORATION	KN
AMES DEPARTMENT STORE	WL
AMES TEMPORARY SERVICES	AN
AMMENITY MANOR	AN
ANDROC PLUMBING	WA
ANDROSCOGGIN HOME HEALTH	AN
ARMY NATIONAL GUARD	KN
ATLANTIC PRECISION	YO
AUNT TILLEYS QUILTING	AR
BANGOR CANDY COMPNAY	PE
BANGOR HYDRO ELECTRIC CO	PE
BANTON	WL
BARNARD NURSING HOME	WA
BARNARD'S NURSING HOME	WA
BASS SHOE	FR
BATH IRON WORKS	SG
BATH-BRUNSWICK COM	CU
BAYLEY'S QUALITY SEAFOODS	CU
BELL MANUFACTURING INC.	AN
BILLS CUSTOM FURNITURE	WL
BINGHAM HARDWOOD FLOORS	SM
BINGO PALACE	OX
BLUE STAR POTATO CO	AR
BLUEBIRD RANCH INC	WA
BOSTON CONCESSIONS	FR
BOWDOIN COLLEGE	SG
BOWEN SIDING	OX
BRADLEES	AN
BUDGET TRAVELER	AR
BUREAU OF TAXATION	PE
BURNS CONSTRUCTION	YO
BURRELLE'S	AR
C F HATHAWAY SHIRT CO	KE
CALAIS REGIONAL HOSPITAL	WA
CAMDEN HEALTHCARE CTR	KN
CAMPUS CUISINE	AN
CARL MCCUE	PE
CARL TRYNOR, ATTORNEY	CU
CARY MEDICAL CENTER	AR
CASCO NORTHERN BANK	SG
CELTIC ASSOCIATES	KN
CENTRAL MAINE MEDICAL CTR	AN

Glossary:

County

Androscoggin	AN
Aroostook	AR
Cumberland	CU
Franklin	FR
Hancock	HC
Kennebec	KE
Knox	KN
Lincoln	LI
Oxford	OX
Penobscot	PE
Piscataquis	PC
Sagadahoc	SG
Somerset	SM
Waldo	WL
Washington	WA
York	YO

LIST OF EMPLOYERS WITH WHOM
STAR ENROLLEES WERE PLACED
JULY 1, 1990 THRU MARCH 31, 1991

EMPLOYER NAME	COUNTY
CENTURY 21 KILBRETH	AN
CHERNE-S D WARREN	OX
CHILD DEVELOPMENT SERVICE	PE
CHRISTMAS TREE ACRES	SM
CIANBRO	OX
CIANBRO CORP.	SM
CITY OF LEWISTON	AN
CLARK PLUMMING & HEATING	WA
CLAYTON NOWELL INC	WA
CMMC	AN
COASTAL CHILDCARE	KN
COASTAL MANOR	CU
COMMUNITY HEALTH & COUNSE	PE
COMMUNITY HEALTH SERVICES	CU
CONTINENTAL MOLDING	AN
CORMIER TEXTILE	YO
COTTLES I DO BRIDAL SHOP	KE
COUNTRY KITCHEN	AN
COUNTY FOREST PRODUCTS	AR
CREATIVE IMPRESSIONS	YO
CROWE BRAID COMPANY	KN
CROWE ROPE	WL
CUMBERLAND FARMS	SM
CURRAN BEAN SPROUT	AN
CURRIER TRANSPORTATION	PC
CURTIS ELECTRIC	OX
DAIGLE OIL COMPANY	AR
DECOR HOME VIDEO	OX
DECOSTER EGG FARM	FR
DECOSTERS	FR
DEXTER SHOE COMPANY	PC
DICK'S CONOR STORE	HC
DONALD ASTON	KN
DOWNEAST CASUAL FOOTWEAR	OX
DOWNEAST COMMUNITY HOSP	WA
DR MICHAEL AKER	HC
DR. FLANDERS	AN
DR. ROBERT STORY	OX
D'YOUVILLE PAVILLION	AN
EAGLE LAKE HOME	AR
EAST SIDE GARAGE	WL
EASTERN MAINE ELECTRIC	WA
EASTERN WOOLEN MILL	WL
EASTLAND WOOLEN MILL	WL
ELECTRO TEC	KN
ELECTROTEC	KN
EMMC	PE
ESTEY'S OIL	PE

LIST OF EMPLOYERS WITH WHOM
STAR ENROLLEES WERE PLACED
JULY 1, 1990 THRU MARCH 31, 1991

EMPLOYER NAME	COUNTY
ETHAN ALLEN	WL
FANCY STITCHERS	AN
FARRICK REALTY	LI
FERRIS WHEEL EMPORIUM	WA
FIRST NATIONAL BANK OF BH	HC
FISHER ENGINEERING	WL
FOREST CITY RESOURCES	SM
FREEMAN'S TAX & BKKG SERV	CU
GAE SERVICES	LI
GALLAGHER BKKP	OX
GARDINER NURSING HOME	AR
GARDINER SAVINGS BANK	KE
GEORGIA PACIFIC	WA
GOLD STAR WREATH'S	WA
GRAZIANOS REST.	AN
GUILFORD OF MAINE	PC
HALCO SUPPLY	KE
HANSON BROS. BIO MASS	AR
HARTT TRANSPORTATION	PE
HAWKENSEN ENTERPRISES	PC
HIGHLAND LUMBER	OX
IDEXX CORP	CU
INDIAN TOWNSHIP TRIBAL GV	WA
INFINITE GRAPHICS	AN
INTERSTATE FOODS	AR
IRVING MAINWAY	HC
J E D A USA INC.	KE
J & D COUNTRY STORE	AN
JAX	WL
JB WRIGHT CO	HC
JETPORT LIMOUSINE	KE
JOBS TRAINING OFFICE	YO
JOHN MURPHY HOME	AN
JOURNEYS END	AN
JW LISTER INC	LI
K V C A P	KE
KENN LONG TERM CARE	KE
KENNEBEC JOURNAL	KE
KENNEBEC VALLEY MED CTR	KN
KENNEBUNK GALLERY MOTEL	YO
KEY SERVICES	KE
KEYES FIBER	WL
KEYES FIBRE	WL
KEYES FIBRE CO.	SM
KINGSBURY STEEL DRAFTING	KE
KNOX COUNTY	KN
K-D WOOD PRODUCTS	SM
KURTZ & MYERS LAW FIRM	OX

LIST OF EMPLOYERS WITH WHOM
STAR ENROLLEES WERE PLACED
JULY 1, 1990 THRU MARCH 31, 1991

EMPLOYER NAME	COUNTY
KUT PRICE HAIR	SM
L & I ATLANTIC	PE
L RAY PACKING CO	WA
LANDMARK REALTY INC	KE
LANE CONSTRUCTION CO.	WL
LARKIN CONSTRUCTION INC	HC
LAWRENCE JR. HIGH	SM
LEBLANC'S CLEANERS	AN
LEWISTON SCHOOL DEPT.	AN
LIBERTY MUTUAL INSURANCE	YO
LIBERTY VIDEO	WL
LINA'S PET RESORT	AN
LINCOLN PULP AND PAPER	PE
L.L. BEAN INC.	AN
LORING SHORT AND HARMON	HC
LS ROBINSON CO	HC
LUKE SHOE CENTER	AR
M A HOYT CHIROPRACTOR	KE
MAINE ARMY NATIONAL GUARD	WL
MAINE BIOLOGICAL LAB	WL
MAINE DEPT OF TRANSPORTAT	KN
MAINE MALL MOBIL	CU
MAINE MARACULTURE	KN
MAINE MICROFILM SERVICES	AN
MAINE STAT ACADEMY OF HAI	PE
MAINE STATE ACADEMY	CU
MAINE STATE LIBRARY	KE
MAINE TURNPIKE AUTHORITY	AN
MAINE VALVE & FITTING CO	HC
MAINE VETERANS HOME	AR
MAINELY MOBILE HOME FINAN	OX
MARCHANT	AN
MARSHWOOD NURSE CARE	KE
MARY KAY COSMETICS	PE
MCCAINS	AR
ME COAST MEMORIAL HOSP	HC
ME VETERAN'S HOME	AR
MECHANICAL INSULATION	FR
MEDICAL MANAGEMENT OF ME	AN
MENTRAL ME REBUILDERS	KE
MEXICO WALK-IN CLINIC	OX
MIDAS MUFFLER	AN
MIDCOAST COUNCIL	SG
MIDCOAST SATELLITE SERVIC	SG
MIKES SERVICE CENTER	FR
MILLERS DISCOUNT	AR
MORRISON CATERING	PE
MUNROE LUMBER	WL

LIST OF EMPLOYERS WITH WHOM
STAR ENROLLEES WERE PLACED
JULY 1, 1990 THRU MARCH 31, 1991

EMPLOYER NAME	COUNTY
NATIONAL EMPLOYEE BENEFIT	CU
NATIONAL SEMICONDUCTOR	CU
NATIONAL WOOD PRODUCTS	OX
NEW ENGLAND REHAB CENTER	CU
NICKERSON-ODAY INC	PE
NO AMERICAN VANLINES	CU
NORMAN HALL	PE
NORTH ATLANTIC PRODUCTS	KN
NORTHERN PLASTICS ENG	AR
NORTHERN PLASTICS INC.	AN
NUTRITE CORPORATION	AR
OAKHURST DAIRY	FR
OLAMON INDUSTRIES	PE
OLSTEN TEMPORARY SERVICES	YO
ORONO JR HIGH SCHOOL	PE
OXFORD COUNTY	OX
OXFORD CTY. SHERIFF DEPT.	OX
PARKS CONSTRUCTION CO	PE
PASSAMAQUODDY HOUSING AUT	WA
PASSAMAQUODDY TOWING	WA
PAT'S PIZZA	CU
PELLETIER & PELLETIER	AR
PENMORE LITHOGRAPHERS	AN
PEOPLE'S HERITAGE BANK	AN
PEOPLES FEDERAL CREDIT UN	WL
PERSONAL HEALTH SERVICES	CU
PILOTS GRILL & RESTAURANT	PE
PINKHAM LUMBER CO	AR
PLANTASIA	AN
PORTLAND GLASS	OX
PRECIS METALS	CU
R & M IGA	WA
RAY'S PLUMBING & HEATING	HC
REACH PROGRAM	HC
REDLON & JOHNSON	CU
REED FARMS	AR
REGIONAL MEMORIAL HOSPITA	AN
RENY PROPERTY MANAGEMENT	AN
RH FOSTER	PE
RIVER RESOURCES INC.	AN
ROY'S IGA	AR
RUMFOED GROUP HOME INC	AR
RUMFORD COMM HOSPITAL	OX
RYDER TRUCKS	KE
S & L LIGHTING	SM
SAD#36	KE
SAD 38	PE
SAD 52	AN

LIST OF EMPLOYERS WITH WHOM
STAR ENROLLEES WERE PLACED
JULY 1, 1990 THRU MARCH 31, 1991

EMPLOYER NAME	COUNTY
SAD #6	YO
SALVATION ARMY	SM
SARGENT LOCK AND SAFE	KN
SCHWAN'S ICE CREAM	KE
SEARS	AR
SEBASTICOOK VALLEY HOSPIT	PE
SEBEC LUMBER	PE
SELF EMPLOYED	KE
SELF-EMPLOYED	PE
SENIOR SPECTRUM	SM
SERMATECH	YO
SERVICE MASTER	CU
SHARON E GAGNE	OX
SHAWS SUPERMARKET	AN
SHOP & SAVE	AN
SHOP N SAVE	OX
SHORELINE FORD	KN
S.A.D. #47	SM
SMITHS LOG SMOKE HOUSE	WL
SO ME AREA AGCY ON AGING	CU
SOLON MFG.	SM
SOMERSET GAZETTE	SM
SOMERSET LAUNDRY	SM
SOMERSET MANOR	SM
SPRAGUE ELECTRIC	YO
STATEWIDE INVENTORY CO	PE
ST.MARY'S CREDIT UNION	AN
STRATHAM TIRE	AR
SUGARLOAF SKI DORM	FR
SUNSHINE POOLS	FR
SWALLOW ELECTRIC	AR
SWAMPSCOTTA	CU
SYSTECH, INC.	FR
T BERRYMENT/SELF-EMPLOYED	OX
TAMBRANDS	AN
TAMPELA/SANDY HILL TECH	KE
THE HIGHLANDS	SG
THE SANDWICH SHOP PLUS	WA
THREE RIVERS HEALTH CARE	PC
TOWN OF SKOWHEGAN	SM
TOWNHOUSE	WL
TRAUMA SERVICE GROUP	YO
TREATS FALLS, INC.	PE
TRI COUNTY REHAB INC	WA
TRIOLOGY BAGS	AN
U S GOVERNMENT	KE
UF STRAINRITE	AN
U.S. ARMY NATIONAL GUARD	AN

LIST OF EMPLOYERS WITH WHOM
STAR ENROLLEES WERE PLACED
JULY 1, 1990 THRU MARCH 31, 1991

EMPLOYER NAME	COUNTY
UNICO INC	YO
UNION FARM EQ	KN
UNITED PARCEL SERVICE	AN
UNITED SERVICES	HC
UNITED VIDEO CABLEVISION	CU
UNIVERSITY INDUSTRIES	FR
UNIVERSITY OF MAINE BOOKS	PE
UNIVERSITY OF ME, MACHIAS	WA
UPLIFT INC	LI
US GYPSUM WOOD FIBER CORP	SG
VEILLEUX BROS CONSTRUCT	KE
WADLEIGH'S	KE
WAKELIN & BACHELDER	YO
WARNACO	KE
WATERVILLE MACHINE & TOOL	SM
WC LADD	KN
WEEKLY PACKET	HC
WILLIAMS INDUSTRIAL SER	WA
WNEDYS HAMBURGERS	AN
WOMANKIND	WA
WOODFIBER INDUSTRIES	SG
WOODFORDS PARK	CU
WOODLAND CHRISTIAN SCHOOL	WA
WTV'L OSTEOPATHIC HOSPITA	KE
YOUNG'S FURNITURE	YO



